

Gender Pay Gap Report

Introduction

During April 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 were introduced which made it obligatory for all companies with 250 or more employees to publish statistics related to the Gender Pay Gap. This involves performing various calculations that show the difference between the average earnings of male and female employees in our organisation at the “snapshot date” defined in the legislation, which is 5 April 2022.

We are required to publish the results of the calculations on our website and a government website so that they can be evaluated and addressed. The results are used to analyse the following:

The levels of gender equality within the business.

- The effectiveness of how talent is maximised and rewarded.
- The balance of male and female employees at different levels in the organisation.

Background to St Clair Healthcare Limited

St Clair Healthcare specialises in recruiting and supplying medical professionals for temporary, contract and permanent positions within the NHS and private healthcare organisations within the UK. Our workforce therefore consists of two types of employees: those who we place on temporary assignment with our clients, and those who support the running of the business.

We as a business are continuously working towards eradicating any gender pay gap. We understand nationwide, there is a gender pay gap with more male employees carrying out senior roles which contributes to this pay gap.

Analysis of Pay Data

Gender Pay Gap

The Gender Pay Gap is calculated as the difference between the average (mean or median) hourly earnings of men and women, as a proportion of men's average hourly earnings at the snapshot date. The gender pay gap is not the same as equal pay.

Mean (Average)	Median (Middle)
1.7%	3.9%

Pay Quartiles

The pay quartile figures below show the proportion of men and women in each pay quartile. With the exception of the upper middle quartile, they demonstrate that we have a majority of female employees throughout the various pay levels in our organisation.

	Male	Female
Lower Quartile	29.6%	70.4%
Lower Middle Quartile	45.7%	54.3%
Upper Middle Quartile	50.3%	49.7%
Upper Quartile	34.5%	65.5%

Bonus Gap

The Bonus Gap calculations involve identifying the total bonus and commission paid to each employee in the 12 months preceding the snapshot date. The results below reflect the distribution of male/female employees across our organisation, where we have a higher proportion of female employees categorised as temporary workers, whom generally have roles which are ineligible to receive significant bonuses, and a higher proportion of males in roles involved in running the business.

Mean (Average)	Median (Middle)
38.6%	70.2%

	Male	Female
% of staff receiving a bonus	5.1%	2.2%